

**SPRAGUE®**

THE MARK OF RELIABILITY

a Penn Central unit

MAY, 1984

VOLUME I ISSUE III  
North Adams, MA

# LOG

## UNIVERSAL LIFE INSURANCE

Sprague Electric Company would like to offer to North Adams employees, who are up to age 70, the opportunity to purchase an optional life insurance program. This optional life insurance package is "Universal Life Insurance". The carrier is American General from Houston, Texas. Two special features that we like about this program are: 1) It is portable. Should you leave the Company for whatever reason, you may take this life insurance with you. 2) You may buy it on your dependents and/or yourself. There is guaranteed issue, up to two times your salary, \$25,000 on your spouse and \$5,000 on each child up to age 65 as long as you and your dependents have been out of the hospital for at least 90 days. If more life insurance is purchased, there may be a medical questionnaire.

Eligibility is the date of hire for salaried employees and three months after the date of hire for all of our hourly employees. It is an employee pay all program, however, low group rates have been negotiated with the insurance carrier. While the employee is actively working, the premiums are paid through payroll deductions. Should you terminate the Company for any reason, you may then send your monthly premium checks directly to American General in Houston and keep the coverage with no additional cost.

There will be insurance enrollers here in the North Adams plant sometime this June and you will be scheduled for a group slide presentation explaining what the insurance is. You will also have an opportunity to ask any questions you may have at that time.

Additional life insurance may not be for everyone. It is dependent on your individual needs. However, this is a new benefit which Sprague Electric is happy to offer to our employees and we look forward to seeing you at these slide presentations.

## Welcome Back to Roger Follett



**Roger Follett's** life at Sprague Electric started in 1961 after having spent the previous 11 years since graduating from Montpelier (Vt.) High School in 1950 at King's Point (USMMA), in the Air Force and at the

University of Vermont. He came to Sprague with a brand new BSEE in June of 1961. Continuing his education over the years since have included business courses at North Adams State, the University of New Hampshire, plus a stint at the University of West Los Angeles working towards a juris doctor degree.

Roger worked at Sprague Electric in the Filter Division and its predecessor group the ICFS Department continuously from June of 1961 through June of 1983, at which time he took a short hiatus as Vice President/General Manager of a small electronics company in New Hampshire.

During his twenty odd years in Filters, he worked in many locations and held a variety of positions: "Interference Control Specialist", "Product Specialist", "Assistant Plant Manager", "Product Marketing Manager", "Marketing Manager", "Chief Engineer", "Product Manager", "Plant Manager" (a second time), and the last position before leaving last year "Operations Manager".

During these years, his wife, Ruth, and he raised four sons, Michael, Lawrence, Christopher and Frank. Since 1961 they have lived in Adams, Mass., Pennsauken, N.J., Bennington, Vt., Clarksburg, Mass., Carson, Calif. and back to Clarksburg, with several short stops in between in Austin, Texas, Rochester, N.Y. and Virginia Beach, Va. The children have attended as many as seven different schools along the way.

Last December a significant opportunity opened for Roger in the Filter Division and he had no difficulty at all in deciding to return to Sprague Electric as Manager of International Marketing and Applications for the Filter Division. This is truly a position where he can make a difference and a significant contribution.

## CROISSANT CLUB

In a move to support and possibly focus local efforts in the Northern Berkshire community in the areas of economic development and educational opportunity, Sprague Electric is sponsoring weekly breakfast meetings of area leaders in business, government and education. The five meetings held through May 9th have been well attended (reservation only) with a reasonable balance of representation of the three constituencies involved.

A close relationship with the Northern Berkshire Development Corporation is evolving and, specifically, a concentrated effort is being placed on devising an expanded local educational opportunity with emphasis on an associate degree program in engineering and/or science.

## Filter Promotions Announced



Theodore Sprague

Three promotions were recently announced for the Filter production area. Theodore "Ted" Sprague was promoted to Plant Manager for North Adams Filters and George

Lord, Sr. and Richard Konopka were promoted to Foremen. In his new position, Ted will have overall responsibility for both production and scheduling in North Adams.

A native of North Adams, Ted joined Sprague Electric in 1957 as a check inspector. In 1959 he moved to Filters as a capacitor designer and later as a technician and a group leader. He was promoted to foreman in 1968 and in 1979 was named Filter production superintendent, the position he held until his recent promotion.

Filter foreman responsibilities are divided between Dick Konopka and George Lord. Dick's areas include FB, Can Shop, the Module Line and rolling while George is



Richard Konopka



George Lord, Sr.

responsible for the FAC line, including packing and shipping, and the FC and FX product lines. Dick joined the Company originally in 1953 in Research and Engineering and moved to Filters in 1955. He continued there until 1966 when he was named a Filter engineering specialist. He was layed off in 1970 but returned to Brown Street in 1977 and in 1978 was named a product engineer in Filters, the position he held until his recent promotion.

Most of George Lord's 33 years of service have been in Filters. From December 1951 to February 1952 he worked the FP's prior to going in the Navy. Upon his return in 1956, he joined Filters and has been there ever since. Prior to his promotion he was an engineering technical aide.

NORTH ADAMS LOG

MAY 1984

Marion H. Manion, Editor

Assistant Editors

George H. Bateman

Donald J. Boyer

Robert J. Diodati

Walter D. Wood

naadl

## Operations Update

The North Adams Tantalum Operation continues to face a very competitive business climate. Business is increasing and we are coming out of a recession, but at a slower pace than many of Sprague Electric's other product lines. Unit volume is up over last year, but pricing is very competitive and continues to decrease in some product codes. This requires tight controls on our variable costs and overheads to maintain our performance as a major profit center to Sprague Electric.

Our market forecast projects business to increase for the next several quarters at a modest rate. This should provide relatively stable employment through 1985. It will not, however, generate a large demand for increasing employment, and business is expected to continue very competitive during this period.

The degree of success we have will depend upon our ability to operate as effectively as possible. We have in place active programs to expand our product coverage and performance and to improve our product costs, quality and customer service. We are addressing to organizational changes, to new business systems and to improved equipment. We must all be aware of the contribution we individually can make to improve productivity, yields, quality, cost reductions, better employee relations and customer service. Our individual and combined efforts will improve the well being of the Tantalum Operations, North Adams and ourselves.

**SUCCESS IS OUR SECURITY.**

Frank Gamari

After a slow start, first quarter sales for the Filter Division ended up only slightly below plan. The momentum, which started in March, continued into the second quarter. April sales were the highest ever for any one month, and the twelve month moving total also exceeded any previous high.

The encouraging turnaround can be attributed to those people who are willing to be source rather than play victim. Those people have chosen to operate from a viewpoint of personal responsibility. They accept, support and own the objectives and strategies of the Filter Division. They have chosen to play hard and to abandon what clearly is not working.

Also not to be overlooked is the cooperation extended by both the IUE and IFPTE. Each has chosen to do what is necessary to help us achieve our objectives.

Though we are proceeding along the right road, there are still obstacles which need to be bypassed and overcome if we are to be viable in the worldwide marketplace. For those who have chosen to play victim and say it cannot be done, they should not interrupt those of us who have chosen source and who are going to do it.

Neil Denning

At the recent plant review meeting for the Oil, Paper & Film Division, a revised plan for Brown Street was submitted. The plan was found acceptable and all present agreed the plan would continue in business as long as it remained on plan.

The plan essentially calls for a reduction in some product codes and employment over the next six months. The result will be a product mix primarily centered around metallized dielectrics. Most important though is that the plant must break even by the end of this year, be profitable in 1985 and meet all company financial objectives by 1987.

For a plant in the "electrical" market these are extremely challenging goals. But be assured that every employee of Brown Street will be dedicated to this purpose.

Our vision is not merely to survive but to succeed and as winners, not victims, we realize that, given the good will of others, success depends entirely on our own efforts. We have every confidence in ourselves and WE WILL SUCCEED.

Bruce Woodger

## SUGGESTION AWARD

Edward Pearson, of Brown Street Metallizing, was recently presented a check for \$816.43 for his suggestion to cover the metal inserts on the metallizer with foil cups to eliminate the build-up of spray material on the inserts.

The award clearly demonstrates the value of the Suggestion System and proves once again that employees on the job are in the best position to think of ideas to improve the product and devise methods of improving productivity.



Award winner Ed Pearson (center) poses in front of the metallizer with Foreman Dennis Dickinson (left) and Production Superintendent Dick Wilder.

## THE HISTORY OF SPRAGUE AVIATION

Mention aviation in connection with Sprague Electric and most employees relate to the Company's Aviation Department with its three aircraft, five pilots and passenger service. What few realize, however, is that the Company's involvement with aviation reaches even further.

This involvement is with the Sprague Aviation Company which, in aviation circles, enjoys an excellent reputation for the maintenance of aircraft operated by corporations large and small, charter services, and private individuals throughout New England, New York and New Jersey.

Located at the Harriman-West Airport, this wholly-owned subsidiary of Sprague Electric was incorporated in May, 1971, to function as a fixed-base operator for the local airport and maintenance center to fill the needs of the rapidly growing corporate aviation industry. FBOs are those facilities which offer a wide range of aviation services including the sale of fuel, parts and aircraft, student instruction, charter flights and aircraft maintenance.



Employees of Sprague Aviation

William J. Bleil, SAC's Vice President and General Manager, has 33 years of aviation maintenance experience. Bill joined general aviation in 1956 after serving in the U.S. Air Force as an aircraft and engine mechanic. Upon leaving the military service, he entered into fixed-base operations with Mohawk Valley Aviation as an A.&P. mechanic soon promoted to shop foreman and chief inspector. He became Director of Aviation Maintenance for Sprague Electric's Aviation Department in November 1967 and remained in that capacity until Sprague Aviation Company was formed. He holds FAA Inspection Authority and DME Certificates and is thereby authorized to act for the FAA for all types of aircraft. He has been a recipient of the FAA's General Aviation Mechanic Safety Award for New England. Bill also serves as Airport Manager.

Sprague Aviation Company has experienced continual growth, both physically and in volume of business, during the 13 years it has been in existence as an aircraft maintenance facility. What began as an operation with four employees using 4,800 sq. ft. of floor space and a trailer, now occupies 35,000 sq. ft. of hangar/office/lounge/storage area and employs 15. It is interesting to note that the four original employees Bill Bleil, Jim Petri, Jack MacPhail and Bill Anderson are still employed by Sprague Aviation.

The company specializes in turbine-powered corporate aircraft maintenance, but its mechanics are qualified and trained to service a wide range of the corporate aircraft used by industry today. Because mechanics play such an important role in air safety for general aviation, SAC is selective in the hiring and training of its employees. Only mechanics with prior experience or graduates of approved airframe and powerplant schools, such as East Coast Aero Tech, Emery Riddle, or the Spartan School of Aviation are hired. Collectively, the experience of those employees totals over 90 years.

Sprague Aviation is the only Pratt Whitney service center in the Northeast certified by Airwork Corporation, one of the world's largest overhaul facilities of Pratt Whitney PT6 engines. The company's avionics shop is the heaviest equipped operation of this type in the northeast for installing and maintaining all types of navigational and avionics equipment.

Among its many customers are firms whose aircraft are used for Purolator and UPS Next Day Air deliveries; Christopher Reeve; Smith and Wesson; Key Bank; and charter services which have flown President Ford, The J. Geils Band, Debbie Harry (Blondie) and Elvis Presley. Additionally, it has installed equipment on Nelson Rockefeller's helicopter and CBS's aircraft.

Anita Jozefiak

## Recent Promotions

John Childs, of Brown Street Engineering, was recently promoted to the position of Process/Product Engineer at Brown Street where he reports to Herbert Rice. A 22 year employee, John has spent his entire time at Sprague Electric at the Brown Street plant. Prior to his recent promotion he was a technician.



John Childs



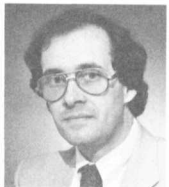
Susan Rowe

John came here following four years of service with the U.S. Navy where he received valuable electronics training. He has also taken numerous Sprague sponsored technical courses.

Susan Rowe, formerly purchasing assistant-expediter at Brown Street, has accepted a new position in Corporate Purchasing as Purchasing Administration Auditor. She assumed her new duties in late May.

A graduate of North Adams State College, Susan joined Sprague Electric in the fall of 1978 in the Rolling Department. In early 1979 she moved to Sprague International but returned to Brown Street in August 1979 as a production planning clerk. A year later she moved to cost standards clerk and in 1982 became the purchasing assistant.

Sue is a native of North Adams and a graduate of Drury High School. She is the daughter of Pat and Josephine Sacco, both of whom are longtime Sprague employees.



Francis Abuisi



Robert Rousseau

Francis Abuisi recently assumed new duties as Materials Manager for the North Adams Wet & Foil Tantalum area. Fran joined Sprague Electric in 1977 as a Manpower Control Analyst and in 1978 moved to Corporate Purchasing as Purchasing Administration Coordinator. In 1980 he was promoted to Contract Buyer and in 1983 moved to Filters as a Senior Buyer. He joined Tantalum in April of this year.

A North Adams native, Fran is a graduate of North Adams State College where he received a degree in business administration.

Robert Rousseau, an 18 year employee, was named Division Controller for the Filter Division earlier this year. All of his time at Sprague Electric has been in cost areas. His original position was as a budget analyst. He later was named senior budget analyst and also a senior product cost coordinator.

A native of Bennington, Vermont, Bob was employed by Benmont Paper Company for 15 years prior to joining Sprague Electric in 1966.

## Meeting the Challenge

In these challenging times, Sprague employees have joined together in an attempt to make the North Adams operations as viable as possible. A spirit of cooperation has evolved in their efforts to improve productivity, quality and yields and also to meet shipping schedules. One of the most important ways to achieve success in these areas is for us to be at work every day. Ninety percent of our people have good attendance records and if the 10%, who do not, will make a supreme effort to come to work every day, our chances of success and job security for all will be that much greater.

## SPRAGUE ELECTRIC "A" TEAM TOPS IN LOCAL BASKETBALL



*Pictured above are members of all three Sprague Electric "A" Teams. From left to right are Jack Racette, Al Deschamps, Ken Slattery, Bruce Morey, Bob Diodati receiving trophy, Ray Sullivan, Jr., Fred Thompson, Alan Giorgi, David Wood, Paul Gaudreau. (Jerry Moorman is missing from picture.)*

The Sprague "A" Team wrapped up the 1983-84 season in style by winning the Northern Berkshire YMCA "A" League finals, the Twelfth Annual Greenfield YMCA Western Massachusetts Amateur Basketball Tournament and lost a squeaker in the finals of the Pittsfield Boys' Club/Al Bianchi League.

In the Northern Berkshire YMCA League the Sprague team edged Harrison Vendring 73-70 in the third game of a best two of three championship finals. Defense was the name of the game as Al Giorgi, the "Brown Street Rejecter," controlled the boards at both ends of the court and blocked numerous shots. Al Deschamps led the winners in the scoring column with 20 points, and was backed up with double-figure performances by Jerry Moorman, Paul Gaudreau and Fred Thompson.

In the Greenfield Tournament that featured the best amateur teams from Western Massachusetts, our team's lineup included Ken Slattery, former North Adams State College standout who is a Management Intern this semester, and Jack Racette, son of Theresa Racette of Accounting. Those two standouts teamed with Al Giorgi, Bruce Morey, Al Deschamps, Ray Sullivan, Jr. and Paul Gaudreau as they beat Justin Ryan's of Amherst in the finals by a score of 104-94. Al Giorgi once again dominated defensively with 23 rebounds and 5 blocked shots to go with his 18 points, while Ken Slattery was selected as the tournament's most valuable player on the basis of his three-game total of 91 points.

Finally, in the Pittsfield Boys' Club League, the Sprague team of Giorgi, Slattery, Sullivan, Thompson, Morey, and Bill Davis went to the finals against Riverside of Pittsfield before they lost by two foul shots in the last eight seconds, Riverside winning 93-91. Congratulations to all of the players for representing Sprague Electric Company in an extraordinary fashion.

And finally, not to forget the "B" team! Sprague Electric employees Mike Moore, Steve Florio, Len Adelson and Gary Dow finished the Northern Berkshire YMCA League with a 6-6 record, but were defeated in the playoffs by Captain's Table by a score of 82-70. We look forward to an even better season next year!



*Three of the Roadrunners posed for this picture recently. They are: (l to r) Leon Beverly, Jerry Koenig and John Childs.*

have had good success over the past two years and hope to continue the tradition this year.

The Sprague team is also looking forward to participating in additional events throughout the summer as well as participating in the Corporate Invitational Run which will be held in Purchase, N.Y. in September. Thirty corporations, involving 1500 runners, compete against each other in team events. Sprague employees from our various Northeastern locations compete in this event.

John Childs



## MANAGEMENT CLUB SCHOLARSHIP



# LOG

BULK RATE  
U.S. POSTAGE  
PAID  
North Adams, MA.  
Permit No. 458

The Sprague Electric Management Club has announced that **Anthony Childs**, son of Management Club member and long time Sprague employe John Childs, has been awarded the Management Club "President's Award" for 1984.

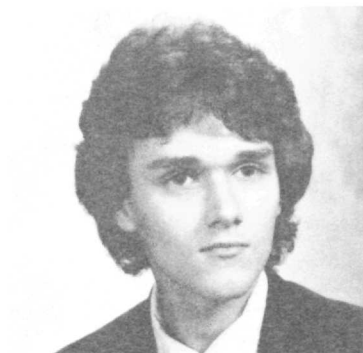
The 1984 award is a \$400 scholarship, this year given in memory of Francis Kirby, a long active member and past president of the Management Club.

Anthony plans to pursue a degree in computer science, enrolling in North Adams State College this fall, following his graduation from Mount Anthony Union High School, Bennington, Vermont.

LOUIS F. THERRIEN  
255 MOHAWK FOREST BLVD  
NORTH ADAMS MA 01247

## SPRAGUE ELECTRIC COMPANY SCHOLARSHIP AWARDS 1984

Sprague Electric in North Adams has just awarded \$2,700 per year for the next 4 years in scholarship awards to children of Sprague Electric employees. A total of 22 applications were received from Drury High School, Mt. Greylock Regional High School, Hoosac Valley High School, McCann Technical School, Mt. Anthony Union High School, Shepard Hill Regional High, and Pittsfield High School. It is always a difficult decision for the Scholarship Committee because there are so many excellent candidates. The following awards were made:



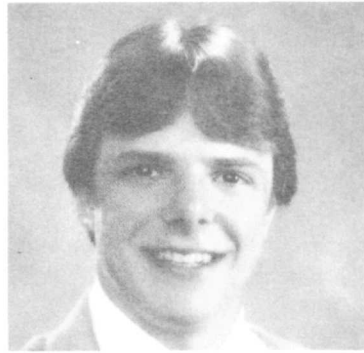
**Anthony P. Childs**, son of John Childs, a Process Engineer with the Film Division at Brown Street, has been awarded \$300 per year for the next 4 years. Anthony will be a graduate from Mt. Anthony Union High School in Bennington and plans to attend North Adams State College majoring in Computer Science.

**Douglas V. Pleshaw, Jr.** is the son of Douglas V. Pleshaw, Sr., a janitor on our second shift. Douglas is graduating from McCann Technical School and entering Berkshire Community College this Fall where he will major in Computers and Accounting. Douglas' award is for \$200 per year for the first 2 years, and should he go on to further his education, another \$200 for the next 2 years.



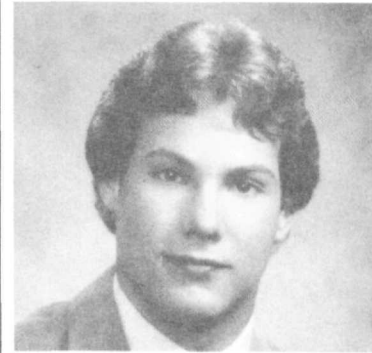
**Antoinette vanZelm** has been awarded \$300 per year for 4 years. Antoinette is the daughter of Hugh vanZelm, Jr., our Employee Relations Manager in the Industrial Relations Center. Antoinette is graduating 2nd in her class of 156 at Mt. Greylock Regional High School and plans to attend Middlebury College this Fall majoring in English Communications Journalism.

**Kimberly A. Lillie**, daughter of Ronald Lillie, a Toolmaker with Sprague Electric, has been awarded \$100 per year for 4 years. Kimberly is graduating from Hoosac Valley High School and plans to attend Mt. Holyoke College majoring in Psychology/Economics. Kimberly placed 9th in a class of 185.



**Todd M. Delisle**, son of Armand Delisle, a supervisor in the Specification Department on Brown Street, has been awarded \$800 per year for the next 4 years. Todd will be graduating from Drury High School and entering Worcester Polytechnic Institute in the Fall majoring in Math/Engineering Science.

**Melissa M. Daub**, daughter of Robert Daub, a Toolmaker in our Machine Shop, will be receiving \$600 per year for the next 4 years. Melissa is graduating from Drury High School and will be attending Sienna College in the Fall majoring in Liberal Arts/Biology. She wishes to pursue a career in Veterinary Medicine.



**Christine Beverly**, daughter of Leon Beverly, an Industrial Engineer, will be receiving \$200 per year for the next 4 years. Christine will be graduating from Drury High School and plans to attend the University of Vermont in the Fall majoring in Mechanical Engineering.

**Harold Bohl, Jr.**, son of Harold Bohl, Sr., a Machinist at Sprague Electric, will be receiving \$200 per year for the next 4 years. Harold is graduating from Drury High School and plans to enter Wentworth Institute of Technology in the Fall majoring in Civil Engineering.

We would like to congratulate these students for their outstanding achievements during the past 4 years and wish them continued success.

Some colleges, which give financial aid to students, withdraw some of that financial aid if the students receive other scholarship awards in excess of certain amounts. In some cases, the size of our awards was dictated by the policies of the colleges relative to their financial aid.